Designing a Human Dignity Management Model Based on Islamic Teachings

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Abstract

Background and Objective: Human dignity is an important issue in Islamic culture and preserves many divine-human values that may be of interest to managers and employees of organizations. Although studies on human dignity have been conducted, but a human dignity management model is still lacking in the administrative system based on Islamic teachings. Therefore, the present study aimed to design a human dignity model based on Islamic teachings.

Methods: Descriptive phenomenology was applied as a qualitative research method. The statistical population of the study was all faculty members of theology and Islamic sciences departments of Zahedan universities with the academic rank of assistant professor and higher and with a teaching and research experience in the field of human dignity in the academic year 2018-19. 13 faculty members were selected using purposive sampling method until theoretical saturation was achieved. The data collection instrument included semi-structured interview. Strauss and Corbin coding was used in three levels: open, axial and elected to analyze the interview data. In this study, all ethical considerations were observed and no conflict of interest was reported by the authors.

Results: The results of interviews showed that the model of human dignity applying Islamic approach consisted of 21 axial codeis. The Identified axial codes were categorized into seven elected codes of being law-abiding, compensating for services, justice, meritocratic selection, social responsibility, building trust and participatory decision making.

Conclusion: Organizational managers can maintain and enhance employee dignity by observing the indicators of being law-abiding, compensation for services, justice, meritocratic selection, social responsibility, building trust and participatory decision making.

Summary

Background and Objective

Human dignity is an issue that is not only addressed by various religions and schools of thought, including philosophical, anthropological, psychological, legal and political ones, but also has a special position in various human rights discourses and writings today (1). Managing today's organizations must be based on maintaining human dignity in order to lead to an ethical, balanced and stable social organization. That is, where employees and managers treat each other based on human dignity, prosperity, efficiency and loyalty flourish, the quality and quantity of products or services improve, the safety and security of employees and the community improves, laws and regulations are enforced fairly and ethics are institutionalized in the organization (2). However, human society has always complained about the disregard for human

dignity and believes that an organization worthy of human dignity has not been created yet; That is, although management knowledge has solved many problems in its development and helped to make businesses more efficient, it has enslaved millions of people in quasi-feudal and dictatorial organizations and there is little evidence that it has made them more moral and preserved their human dignity (3). The effects of this disregard for human dignity in the workplace can be seen even in most developed countries (4).

Although studies on human dignity have been conducted, there is still a lack of management model based on human dignity in the administrative system according to Islamic teachings. Therefore, the present study aimed to design an organizational management model based on human dignity drawing on Islamic teachings.

Methods

Compliance with ethical guidelines: Prior to the research, the subject of the research was approved by Sistan and Baluchestan University. After the necessary administrative coordination with the universities of Zahedan, the researcher personally visited each university and before starting the interview, informed the faculty members about the purpose of the research and asked them for a suitable time to conduct the interview and assured the interviewees that all the information would remain confidential and no personal information would be disclosed to any institution or organization. Each faculty member was interviewed individually and the interview was recorded with their consent.

The method of the present study is qualitative with a descriptive phenomenological strategy. The statistical population of the study included all faculty members of theology and Islamic studies departments of Zahedan universities with the rank of assistant professor and higher and with educational and research background in the field of human dignity in the academic year 2018-19, 13 of whom were selected by purposive sampling method until theoretical saturation was achieved. The criteria for entering the study included formal or contractual employment, having an academic rank of assistant professor and higher, educational and research activities in the field of human dignity and willingness to cooperate. Exclusion criteria being an educator or PhD student, or faculty members who were visiting and temporary contracted professors. The data collection tool was a semi-structured interview. Strauss and Corbin coding was used to analyze the interview

information in three stages of open, axial and selective coding.

Results

In the analysis of research findings, 21 central codes in the form of seven selective codes of the being law-abiding (prevention of others' abuse, equality of human beings before the law and law enforcement), compensation of services (salary, gratitude for services and health and safety of employees), meritocratic selection (being knowledgeable and aware, political insight and foresight), practicing justice (fair punishment and encouragement, equality in the distribution of facilities and justice in social interactions), social responsibility (adherence to promises and covenants, enjoining the good and forbidding the evil, and respecting others' rights), participatory decision making (consultative thinking and consultation with the wise) and building trust (honesty, competence and frankness and transparency) were extracted.

Conclusion

Organizations need to pay attention to human beings for their life and survival, which is the main element, and human beings in their path to excellence seek to be present and active in organizations and institutions whose management is based on respect and human dignity. Human dignity management is a topic that has long been considered in various religions. The aim of this study was to design organizational management based on human dignity drawing on Islamic teachings, in which interviews with university professors were conducted. In the analysis of research findings, 21 pivotal codes were extracted in the form of seven selective codes of being law-abiding, compensation for services, meritocratic selection, justice, social responsibility, participatory decision making and building trust. These findings are consistent with the results of the studies conducted (5-9) in this field. To maintain the human dignity of employees, managers of organizations are advised to consider the rule of law, meritocratic selection, compensation for services, social responsibility, justice, participatory decision-making and building trust in organizational management.

One of the limitations of the present study was that only the opinion of the professors of the theology and Islamic studies departments of Zahedan universities was considered. Therefore, caution should be practiced in generalizing the results. Other researchers are advised to pay attention to the opinions of professors in other

departments, especially management and its trends, in future studies, as well as to validate the obtained indicators.

Ethical considerations

According to the authors, this research is extracted from the master's thesis of the first author in the field of educational sciences (history and philosophy of education) of Sistan and Baluchestan University dated 5/10/1397 and numbered letter 276/A/T.

Conflict of interest

The authors declared no conflict of interest.

Authors' contribution

Data collection: First and third authors; Presenting the main research plan, data analysis, providing advice on the work and writing of the article: Second author.

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